

PERSONNEL - ALL PERSONNEL

SUBJECT: Communicable, Contagious, or Infectious Disease Control for All Employees

The County Board of Education and the County Superintendent of Schools fully recognize that each employee must be physically and mentally able to perform the duties and responsibilities of their position. The Board and Superintendent also fully recognize that they may take reasonable actions to protect the safety and welfare of students, employees, and visitors in schools and programs operated by County Office of Education.

Actions taken regarding employees infected with a serious communicable or infectious disease shall be made on a case-by-case basis after factual inquiry. No employee infected with a serious communicable, contagious, or infectious disease shall be excluded from the workplace in offices, schools, and programs operated by the County Office of Education unless the results of the individual review and evaluation are that the presence of the employee will be unfavorable to the welfare of either employees or pupils, or there are compelling reason(s) to lawfully exclude the employee.

It is the intent of the County Office of Education to cooperate with local health authorities, other governmental agencies, school and community college districts, employees, students, parents/guardians, and community members to promulgate educational material, inservice training, and recommended procedures for the prevention and control of severe communicable, contagious, or infectious diseases.

The County Superintendent of Schools or a designee shall be the spokesperson in matters relating to severe communicable, contagious, or infectious diseases of employees in offices, schools, and programs operated by the County Office of Education.

The County Superintendent of Schools shall develop administrative regulations which ensure:

1. Confidentiality of medical information, as required by law.
2. Rights to privacy for the individual, as required by law.
3. Due process for the individual, as required by law.
4. Dissemination of preventive disease control information and resources.
5. Inservice training in disease prevention techniques.
6. Implementation of precautionary procedures for the prevention and control of communicable, contagious, or infectious disease.

This policy will also be applied before any applicant who is known to have a communicable, contagious, or infectious disease is rejected for employment by reason of that communicable, contagious, or infectious disease.

The County Superintendent of Schools or a designee shall periodically review this policy and related administrative regulations to ensure compliance with governmental regulations for the prevention of severe health risks to employees posed by communicable, contagious, or infectious diseases.